

# EXHIBIT 1

UNITED STATES DISTRICT COURT FOR THE  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

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**DECLARATION OF DEBRA TEMROWSKI**

1. My name is Debra Temrowski.
2. I make this Declaration based on my personal knowledge and the books and records of Henry Ford Health System ("HFHS"). If called as a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with HFHS as Director, Human Resources and Volunteer Services.

4. HFHS is a Michigan non-profit corporation, which owns and operates an extensive network of medical facilities across Southeast Michigan.

5. HFHS operates seven business units involved in direct patient care Henry Ford Hospital, Henry Ford Medical Group, Henry Ford Wyandotte Hospital, Henry Ford Macomb Hospital, Henry Ford West Bloomfield Hospital, Henry Ford Behavioral Health and Community Care Services.

#### **Henry Ford Hospital**

6. Henry Ford Hospital includes at least 216 departments.

7. At least 271 supervisors manage the various departments at the hospital.

8. Within this business unit, 1,010 non-exempt employees are employed in direct patient care work within the various departments at the hospital.

9. Of those employees, there are a least 64 different job classifications at this hospital involved in direct patient care.

#### **Henry Ford Medical Group**

10. Henry Ford Medical Group operates 41 medical centers throughout Southeast Michigan.

11. These medical centers provide health care from primary care to specialty care such as physical therapy or cancer treatment. Some of these medical centers include an emergency department or an ambulatory surgery center. See attached list for specific services at each site.

12. Each medical center includes at least one department.

13. At least 460 supervisors manage the departments within these medical centers.

14. There are at least three job classifications within each medical center ranging from EKG Technician to Certified Registered Nurse Anesthetist.

15. A total of 1,190 non-exempt employees work within the various classifications at these medical centers.

#### **Henry Ford Wyandotte Hospital**

16. Henry Ford Wyandotte Hospital includes at least 113 departments. These departments include the Center for Health Services located in Brownstown. Services include primary care, emergency, ambulatory surgery and cardiology as well diagnostic testing.

17. At least 86 supervisors manage the various departments at the hospital.

18. Within this business unit, 322 non-exempt employees are employed in direct patient care work within the various departments at the hospital.

19. Of those employees, there are a least 50 different job classifications at this hospital, ranging from Patient Sitter to Certified Registered Nurse Anesthetist.

**Henry Ford Macomb Hospital**

20. Henry Ford Macomb Hospital includes at least 121 departments. These departments include several outpatient health centers. See attached list for locations and services offered.

21. At least 115 supervisors manage the various departments at the hospital.

22. Within this business unit, 403 non-exempt employees are employed in direct patient care work within the various departments at the hospital.

23. Of those employees, there are a least 57 different job classifications at this hospital, ranging from Patient Transportation Partner to Certified Registered Nurse Anesthetist.

**Henry Ford West Bloomfield Hospital**

24. Henry Ford West Bloomfield Hospital includes at least 57 departments.

25. At least 52 supervisors manage the various departments at the hospital.

26. Within this business unit, 274 non-exempt employees are employed in direct patient care work within the various departments at the hospital.

27. Of those employees, there are a least 50 different job classifications at this hospital, ranging from Patient Transportation Partner to Certified Registered Nurse Anesthetist.

### **Henry Ford Behavioral Health**

28. Henry Ford Behavioral Health operates 9 locations throughout Southeast Michigan.

29. These locations provide behavioral health care from counseling at several outpatient counseling centers to inpatient care at Henry Ford Kingswood Hospital. It also includes Maplegrove Center that handles inpatient chemical dependency. See attached list for locations and services offered.

30. Each location includes at least 1 department.

31. At least 33 supervisors manage those departments within these locations.

32. There are at least 3 job classifications within each location ranging from Patient Transportation Partner to Registered Nurse.

33. A total of 103 non-exempt employees work within those various classifications at these locations.

### **Community Care Services**

34. Henry Ford Community Care Services operates at 55 locations throughout Southeast Michigan. See attached list for locations and services offered.

35. These locations provide a wide variety of health services including: hospice, home health care, optometry, dialysis and pharmacy.

36. Each location includes at least 1 department.

37. At least 114 supervisors manage the departments within these locations.

38. There are at least 3 job classifications within each location ranging from Dialysis Assistant to Clinical Coordinator-Oncology Services.

39. A total of 388 non-exempt employees work within those various classifications at these locations.

### **HFHS Policies**

40. A true and accurate copy of the Henry Ford Hospital Central Sterile Reprocessing Attire Policy is attached to HFHS' brief in opposition to Plaintiff's motion for conditional class certification.

41. A true and accurate copy of the HFHS Surgical Attire Policy is attached to HFHS' brief in opposition to Plaintiff's motion for conditional class certification.

42. A true and accurate copy of the Henry Ford Wyandotte Hospital Attire for the Surgery Department Policy is attached to HFHS' brief in opposition to Plaintiff's motion for conditional class certification.

43. A true and accurate copy of the Infection Control Manual Policy is attached to HFHS' brief in opposition to Plaintiff's motion for conditional class certification. The Infection Control Manual Policy is accessible by all HFHS employees on the HFHS Intranet.

### **Discipline**

44. A review of HFHS Human Resources records revealed no indication that any HFHS employee has ever been disciplined for a violation of the Personal Appearance Standards, HR Policy 5.06 for failing to press or iron his or her uniform.

**Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:**

Date: 8/27/2015

Debra Temrowski  
Debra Temrowski

9710092



**Allen Park Rehab Medical Center**

Physical Therapy  
Occupational Therapy

**Center for Athletic Medicine (CAM)**

Physical Therapy  
Sports Medicine  
Occupational Therapy  
Pulmonary Rehab

**Canton Medical Center**

Internal Medicine  
Family Practice  
Women's Health  
Pediatrics

**CHASS Medical Center**

Geriatric Outreach

**Chrysler Clinic**

Primary Care

**Columbus Medical Center**

Diabetes Education  
Gastro  
Nephrology  
Anti-Coagulation  
Ortho  
Colon/Rectal Surgery  
Sleep Medicine  
Allergy  
Endocrinology  
Oncology  
Infusion  
Pulmonary Medicine  
Rheumatology  
Internal Medicine  
International Travel Clinic  
Podiatry  
Sports Medicine  
Plastic Surgery  
MOHS Surgery  
After hours care  
Radiology  
Physical Therapy  
Occupational Therapy

**Commerce Medical Center**

Internal Medicine  
Family Medicine

**Cottage Medical Center**

Geriatric Medicine  
Vascular  
Internal Medicine  
Emergency Room  
Infusion  
Sleep Medicine  
Radiation Oncology  
Wound Clinic  
Partial Hospitalization  
Ambulatory Surgery  
Pharmacy  
Radiology  
Physical Therapy  
Occupational Therapy

**Henry Ford Hospital Clinic Building**

Allergy  
Cardiovascular  
Gastro  
Infectious Disease  
Nephrology  
Hematology/Oncology  
Tumor Registry  
Pulmonary Medicine  
Critical Care  
Internal Medicine  
Geriatric Medicine  
Neurology  
Neurosurgery  
Gynecology Oncology  
OB/Gynecology  
Ophthalmology  
Orthopedics  
Athletic Medicine  
ENT – Ears, Nose, and Throat  
Audiology  
Speech Pathology  
Pediatrics  
Neonatology  
Radiation Oncology  
Surgery  
Bone & Joint  
Urology

Clinic Trials  
Sleep Medicine  
Endo Metabolism  
Uro/gynecology

**Detroit North West Medical Center**

Diabetes Education  
Internal Medicine  
Family Practice  
OB/Gynecology  
Podiatry  
Same Day  
Radiology  
Physical Therapy  
Occupational Therapy

**Fairlane Medical Center**

Diabetes Education  
After Hours on Call Nurse Program  
Hematology/Oncology  
Ambulatory Surgery  
Allergy  
Cardiovascular  
Gastroenterology  
Oncology  
Internal Medicine  
Ophthalmology  
Orthopedics  
Athletic Medicine  
Audiology  
Hearing Aid Center  
ENT – Ears, Nose, and Throat  
Urology  
Same Day Clinic  
Emergency Room  
Radiology  
Breast Imaging  
Occupational Therapy  
Gastroenterology

**Farmington Road Medical Center**

Dermatology  
Internal Medicine  
Ophthalmology  
Pediatrics

**Fitzgerald Health Center**

Primary Care

**Grosse Pointe Ophthalmology**

Ophthalmology  
Vision Rehab

**Hamtramck Medical Center**

Geriatric Outreach  
Family Medicine

**Harbortown Medical Center**

Internal Medicine  
Family Medicine  
Radiology

**Henry Ford Macomb Hospital**

Pediatrics  
Radiation Oncology  
Cardiac Care Surgery

**Ford Road Medical Center**

Dermatology  
Women's Health  
Ophthalmology  
Pediatrics  
After Hours Clinic  
Rehab Services/Physical Therapy

**HF Tech Town**

Cytogenetics

**Jefferson Medical Center**

Family Medicine  
Anti- Coagulation  
Podiatry  
Pediatrics  
After Hours

**Downriver Josephine Cancer Center**

Hematology/Oncology

**Lakeside Medical Center**

Orthopedics  
Podiatry  
Ambulatory Surgery  
Gastroenterology

Dermatology  
Internal Medicine  
Pediatrics  
Ob/Gynecology  
Ophthalmology  
Athletic Medicine  
Audiology  
Hearing aid center  
ENT – Ears, Nose, & Throat  
General Surgery  
Urology  
Radiology  
Occupational Therapy

#### **Livonia Medical Center**

Podiatry  
Anti-Coagulation  
Radiology  
Internal Medicine  
Ob/Gynecology  
Cardiology  
Ophthalmology  
Vision Rehab  
Pediatrics  
After Hours

#### **Lowell Park**

Rehabilitation Services

#### **New Center One Medical Center**

Diabetes Education  
Gynecology Oncology  
OB/Gynecology  
Dermatology  
IVF – Invitro fertilization  
Maternal Serum Screening  
Genetics  
Endo Metabolism  
Rheumatology  
Internal Medicine  
Maternal Fetal  
Pediatrics  
Physical Therapy  
Occupational Therapy

#### **Novi Medical Center**

Family Medicine  
Center for Integrative Medicine  
Physical Therapy

#### **Pierson Medical Center**

Cardiovascular Medicine  
Nephrology/Hypertension  
Internal Medicine  
Ob/Gynecology  
Ears, Nose, & Throat  
Pediatrics  
Center for Autism  
Surgery – Colon & Rectal, Plastics

#### **Plymouth Medical Center**

Dermatology  
Internal Medicine  
Family Medicine  
Radiology

#### **Quick Care Woodward**

Primary Care

#### **Somerset Medical Center**

IVF – Invitro Fertilization

#### **Royal Oak Medical Center**

Family Medicine  
Ob/Gynecology  
Pediatrics

#### **Southfield Medical Center**

Internal Medicine  
Family Practice  
Pediatrics  
Physical Therapy

#### **St. Joe's Pontiac Hospital**

Pediatrics Neonatal

#### **Sterling Heights**

Diabetes Education  
Vascular  
Emergency Room  
Anti-Coagulation  
Allergy  
Cardiology

Pulmonary  
 Rheumatology  
 Internal Medicine  
 Podiatry  
 Pediatrics  
 Same Day Clinic  
 Radiology

#### **Taylor Medical Center**

Diabetes Education  
 Dermatology  
 Anti-Coagulation  
 Cardiovascular Medicine  
 Gastroenterology  
 Pulmonary  
 Rheumatology  
 Internal Medicine  
 Neurology  
 Ob/Gynecology  
 Ophthalmology  
 Pediatrics  
 General Surgery  
 Radiology

#### **Troy Medical Center**

Bone Density  
 Dermatology  
 Family Medicine  
 Neurology  
 Ob/Gynecology  
 Pharmacy

#### **Warren Medical Center**

Family Practice

#### **West Bloomfield Medical Center**

Cancer Management  
 Cardiovascular  
 Health Enhancement Center  
 Nephrology  
 Neurology  
 Orthopedics  
 Anti -Coagulation  
 Gastroenterology  
 Pulmonary  
 Rheumatology  
 Geriatric Medicine

Neuro Surgery  
 OB/Gynecology  
 ENT – Ears, Nose, & Throat  
 Urology  
 Audiology  
 Hearing Aid Center  
 Rad Oncology  
 General Surgery  
 Vein Clinic  
 Uro gynecology

#### **Woodhaven Medical Center**

Plastics  
 Internal Medicine  
 Family Med  
 Podiatry  
 Radiology

#### **Henry Ford Wyandotte Hospital**

Cardiovascular  
 General Surgery  
 Neurosurgery

## Hospitals

Henry Ford Macomb Hospital  
15855 19 Mile Road  
Clinton Township, MI, 48038

Henry Ford Macomb Hospital – Mt. Clemens  
215 North Ave.  
Mt. Clemens, MI, 48043

## Health Centers

Bruce Township  
80650 Van Dyke  
Romeo, MI, 48065

Chesterfield Township  
30795 23 Mile Road  
Chesterfield Township, MI, 48047

Fraser  
15717 15 Mile Road  
Clinton Township, MI, 48035

Richmond  
31505 32 Mile Road  
Richmond, MI, 48062

Shelby Township  
(Inside the Shelby Macomb Medical Mall)  
50505 Schoenherr  
Shelby Township, MI, 48316

Washington Township  
(Inside the Orchardview Medical Complex)  
12150 30 Mile Road  
Washington, MI, 48095

## Cardiac and Pulmonary Rehabilitation

15400 19 Mile Road, Suite 145  
Clinton Township, MI, 48038

## Sleep Medicine Center

15945 19 Mile Road, Suite 105B  
Clinton Township, MI, 48038

## Rehabilitation Services

Clinton Township  
16301 19 Mile Road  
Clinton Township, MI, 48038

Fraser (Traditional and Sports Medicine)  
15595 15 Mile Road  
Clinton Township, MI, 48035

Warren  
13251 E. 10 Mile Road, Suite 400  
Warren, MI, 48089

## Weight Management

Shelby Township  
(In the Health Center)  
50505 Schoenherr, Suite 020  
Shelby Township, MI, 48316  
Services also available at the Chesterfield Health Center.

## Wellspring Services

43421 Garfield, Suite 8  
Clinton Township, MI, 48038

## Wound Care & Consultation Centers

Chesterfield – includes Ostomy Clinic  
(In the Health Center)  
30795 23 Mile Road  
Chesterfield Township, MI, 48047

Clinton Township  
15520 19 Mile Road, Suite 400  
Clinton Township, MI, 48038  
(586) 228-6220

**Henry Ford Behavioral Health Services Locations****Henry Ford Maplegrove Center**

6773 West Maple Road

West Bloomfield, MI 48322

Specializing in treatment for alcohol and chemical dependency.

**Henry Ford Kingswood Hospital**

10300 W. 8 Mile Road

Ferndale, MI 48220

Expert psychiatric inpatient care for children, teens & adults.

**Clinton Township Outpatient Services**

15420 19 Mile Road

Clinton Township, MI 48038

Outpatient psychiatric services, psychotherapy and pharmacotherapy. Specialists in depression, anxiety, addictions, parenting, eating disorders, grief and loss, codependency, behavioral problems, ADHD, obesity, substance.

**Columbus Center Novi Outpatient Services**

39450 12 Mile Road, Suite 2B

Novi, MI 48377

Outpatient psychiatric service, psychotherapy and pharmacotherapy. Specialists in depression, bipolar disorder, anxiety, gambling, dual diagnosis (substance abuse and co-morbid psychiatric disorders), parenting, eating

disorders, psychotic disorders, dementia evaluation, obesity, geriatric psychiatry, forensic evaluation.

**Dearborn Outpatient Services**

5111 Auto Club Drive, Suite 112

Outpatient psychiatric services, psychotherapy and pharmacotherapy for adults, children, adolescents and the elderly. Specialists in depression, bipolar disorder, anxiety, PTSD, pain management, dual diagnosis (substance abuse and co-morbid psychiatric disorders), parenting, psychotic disorders, geriatric psychiatry, dementia evaluation, forensic evaluation, obesity, substance abuse).

**Detroit Outpatient Services**

One Ford Place, Suite 1C

Detroit, MI 48202

Outpatient psychiatric services, psychotherapy and pharmacotherapy. Specialists in depression, bipolar disorder, anxiety, PTSD, pain management, dual diagnosis (substance abuse and co-morbid psychiatric disorders), psychotic disorders, geriatric psychiatry, dementia evaluation, forensic evaluation, obesity, substance abuse.

**Troy Outpatient Services**

2825 Livernois, Second Floor

Troy, MI 48083

Outpatient psychiatric services, psychotherapy and pharmacotherapy. Specialists in depression, anxiety, gambling, addictions, parenting, eating disorders, obesity, substance abuse.

**Henry Ford Community Care Services Locations****Dialysis Locations**

Corporate Office

30100 Telegraph Road, Suite 200  
Bingham Farms, MI 48025

Eastpointe Dialysis Center

21400 Kelly Road  
Eastpointe, MI 48021

Fairlane Dialysis

19001 Hubbard Drive  
Dearborn, MI 48126

Henry Ford Hospital High Acuity Dialysis

2799 W. Grand Blvd.  
Detroit, MI 48202

Home Program

2799 W. Grand Blvd.  
Detroit, MI 48202

Macomb Regional Dialysis Centers, LLC

16151 19 Mile Rd., Suite 200  
Clinton Township, MI 48038-1158

Northwest Detroit Dialysis Center

7800 W. Outer Drive  
Detroit, MI 48235

Northwest Detroit Dialysis Center - Lahser

25664 Lahser Rd.  
Southfield, MI 48033-5810Northwest Detroit Dialysis Center -  
Northland Park21000 Northwestern Hwy.  
Southfield, MI 48075-5306

Southeastern Michigan Kidney Center

CAPD & Home Program  
1695 W. 12 Mile Rd. Suite, #250  
Berkley, MI 48072

St. Joseph Dialysis

900 Woodward Ave.  
Pontiac, MI 48341

St. Mary Dialysis

14555 Levan  
Livonia, MI 48154

Taylor Dialysis

24565 Haig Road  
Taylor, MI 48180

Troy Dialysis

2050 Livernois  
Troy, MI 48083

**Henry Ford Community Care Services Locations**

West Pavilion Dialysis

Wayne

2799 W. Grand Blvd.  
Detroit, MI 48202

17333 Federal Drive, Suite 260  
Allen Park, MI 48101

**Henry Ford at Home Locations**

Henry Ford at Home – Macomb

15855 19 Mile Rd.  
Clinton Township, MI, 48038

Henry Ford at Home – West Bloomfield

6777 W. Maple Road  
West Bloomfield, MI 48322

Henry Ford at Home – Wyandotte

2333 Biddle Avenue  
Wyandotte, MI 48192

**Hospice Locations**

Community Teams

Henry Ford Hospital

2799 W. Grand Blvd.  
Detroit, MI 48202

Macomb

16931 19 Mile Road, Suite 140  
Clinton Twp., MI 48038

Oakland

30200 Telegraph Rd., Suite 121  
Bingham Farms, MI 48025

Children's Services

SandCastles (grief support for children and families)  
One Ford Place, Suite 4A  
Detroit, MI 48202

Nursing Home Services

Nursing Home Services  
655 W. 13 Mile Road, 1st Floor  
Madison Heights, MI 48071

Residence Location

The Lakeland Center  
26900 Franklin Road  
Southfield, MI 48034

**Occupational Health Locations**

Henry Ford Medical Center - Woodhaven

22505 Allen Rd.  
Woodhaven, MI 48183

Occupational Health at Harbortown

3384 E. Jefferson  
Detroit, MI 48207



**Henry Ford Community Care Services Locations****OptimEyes Locations**

Dearborn Super Vision Center

5500 Auto Club Drive  
Dearborn, MI 48126

Lakeside Super Vision Center

44987 Schoenherr Road  
Sterling Heights, MI 48313.

Roseville Super Vision Center

32600 Gratiot  
Roseville, MI 48066

Taylor - Downriver Super Vision Center

22395 Eureka Road  
Taylor, MI 48180

Troy Super Vision Center

735 John R Road  
Troy, MI 48083

West Bloomfield Super Vision Center

6530 Farmington Road  
West Bloomfield, MI 48322

Westland Super Vision Center

35184 Central City Parkway  
Westland, MI 48185  
Chesterfield

27903 23 Mile Rd.  
Chesterfield, MI 48051

Detroit (West Grand Blvd.)  
2799 West Grand Blvd.  
Detroit, MI 48202

Detroit (West Outer Dr.)  
7800 West Outer Drive  
Detroit, MI 48235

Detroit (Renaissance Center)

400 Renaissance Center  
Detroit, MI 48235

Farmington Hills

38487 West 10 Mile Road  
Farmington Hills, MI 48335

Grosse Pointe Park

15401 East Jefferson  
Grosse Pointe Park, MI 48230

Lake Orion

684 South Lapeer Road  
Lake Orion, MI 48362

Milford

516 Highland Avenue  
Milford, MI 48381

**Henry Ford Community Care Services Locations****Monroe**

504 N. Telegraph Road  
Monroe, MI 48162

**Henry Ford Health Center – Brownstown**

23050 West Rd.  
Brownstown Twp., MI, 48183

**Port Huron**

4355 24th Avenue,  
Fort Gratiot, MI 48059

**Henry Ford Medical Center – Canton**

6100 Haggerty Rd.  
Canton, MI, 48187

**Shelby Township**

2025 25 Mile Road  
Shelby Twp., MI 48316

**Henry Ford Medical Center – Fairlane**

19401 Hubbard Dr.  
Dearborn, MI, 48126

**Southfield**

30800 Southfield Road  
Southfield, MI 48076

**Henry Ford Medical Center – Ford Road**

5500 Auto Club Drive  
Dearborn, MI, 48126

**Henry Ford Medical Center - New Center One (Detroit)**

3031 West Grand Blvd.  
Suite 800, Detroit, MI, 48202

**Pharmacy Locations****Henry Ford Hospital – Lobby and 15th Floor**

2799 W. Grand Blvd.  
Detroit, MI, 48202

**Henry Ford Medical Center - Detroit Northwest****Henry Ford Macomb Hospital**

15855 19 Mile Rd.  
Clinton Township, MI, 48038

7800 West Outer Drive  
Detroit, MI, 48235

**One Ford Place****Henry Ford West Bloomfield Hospital**

6777 W. Maple Road  
West Bloomfield, MI 48322

1 Ford Place  
Detroit, MI, 48202

**Henry Ford Medical Center - Pierson****Henry Ford Wyandotte Hospital**

2333 Biddle Avenue  
Wyandotte, MI 48192

131 Kercheval Ave.  
Grosse Pointe Farms, MI, 48236

**Henry Ford Medical Center - Livonia**

**Henry Ford Community Care Services Locations**

29200 Schoolcraft Rd.  
Livonia, MI, 48150

Henry Ford Macomb Health Center -  
Chesterfield

30795 23 Mile Rd.  
Chesterfield Township, MI, 48047

Henry Ford Medical Center - Columbus  
(Novi)

39450 W. 12 Mile Rd.  
Novi, MI, 48377

Henry Ford Medical Center - Plymouth

14300 Beck Rd.  
Plymouth, MI, 48170

Henry Ford Medical Center - Southfield

22777 W. Eleven Mile Rd.  
Southfield, MI, 48034

Henry Ford Medical Center - East Jefferson

24725 E. Jefferson Ave.  
St. Clair Shores, MI, 48080

Henry Ford Medical Center - Sterling  
Heights

3500 15 Mile Rd.  
Sterling Heights, MI, 48310

Henry Ford Medical Center - Lakeside  
(Sterling Heights)

14500 Hall Rd.  
Sterling Heights, MI, 48313

Henry Ford Medical Center - Taylor

24555 Haig Rd.  
Taylor, MI, 48180

Henry Ford Medical Center - Troy

2825 Livernois  
Troy, MI, 48083

Henry Ford Medical Center - Farmington  
Road

6530 Farmington Rd.  
West Bloomfield, MI, 48322

Henry Ford Medical Center – Woodhaven

22505 Allen Rd.  
Woodhaven, MI, 48183